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*TO - 5
to be returned*

6 OCT 1977

MEMORANDUM FOR: Acting Deputy to the DCI
for the Intelligence Community

VIA: [REDACTED]
Director of Performance Evaluation
and Improvement

FROM: [REDACTED]
Production Assessment and Improvement Division

SUBJECT: Final Draft of Supergrade Survey

REFERENCE: Ltr from Robert J. Hermann dtd Oct 18 1977

1. (U) Attached is the finished report on the supergrade survey. It contains all the corrections for factual accuracy that were suggested by the Community agencies, a few suggested changes of text, and a footnote (page 2) that responds to a comment by Gen. Jack Thomas.

2. (U) In the covering memo to Mr. Jayne, the only modification that was made was to add a clause in the next to last line of paragraph 2a as follows: "such an increase may also be justified for Service intelligence components." This change, requested by Army ACSI, seems acceptable.

3. (U) The memo from Mr. Hermann of ASD(C³I), which comments on the survey, required no change in the text or covering memo to OMB. The memo suggests that:

a. ASD(C³I) wants to participate in any future IC Staff effort to measure the impact of supergrade positions on the quality of intelligence output;

b. before OMB agrees to improve DIA's supergrade position, OMB will probably want a position-by-position analysis of how DIA would use new positions (the implication is that ASD(C³I) would provide such an analysis, if needed);

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SUBJECT: Final Draft of Supergrade Survey

c. the IC Staff might want to expand upon DIA's need for special exempting legislation (I decided not to include such a plea, but to stand ready, with ASD(C3I) input, to provide it to OMB if requested); and

d. Mr. Hermann would like a copy of OMB's response to the survey.

The memo from Mr. Hermann appears to be an attempt to be included in any future work that falls out from the survey.

4. (U) If you wish, I will draft a response to Mr. Hermann which incorporates your views on the actions suggested.

5. (U) When the attachment is forwarded to OMB, it will also be forwarded to the Intelligence Community agencies.



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Attachment:

Memo to Mr. Jayne for
A/D/DCI/IC signature
w/attached Survey of
Intelligence Community
Supergrade Positions

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The Director of Central Intelligence

Washington, D.C. 20505

Intelligence Community Staff

3 NOV 1977

MEMORANDUM FOR: Mr. Edward R. Jayne, II
Associate Director for National Security
and International Affairs
Office of Management and Budget

FROM: John N. McMahon
Acting Deputy to the DCI for the
Intelligence Community

SUBJECT: Survey of Intelligence Community Supergrade
Positions

1. (U) I am forwarding the attached Survey of Intelligence Community Supergrade Positions which was prepared by the Intelligence Community Staff (IC Staff) in response to a January 1977 request from the Director of the Office of Management and Budget.

2. (U) Based on my review of the survey and discussions with senior members of the Intelligence Community, I have reached the following conclusions concerning the issue of supergrade structure within the Intelligence Community:

a. The supergrade structure for the Intelligence Community in aggregate is reasonable and consistent with other Government agencies which have comparable responsibilities. Each agency has a rigorous system for determining its needs for supergrade positions and their allocation within the organization. Overall, it is my judgment that the numbers are roughly right. There are some imbalances among components of the Intelligence Community which will be examined further. One example is the Defense Intelligence Agency (DIA) where I believe that an increase in the number of supergrades may be justified in order to bring the analytical elements of the DIA to a comparable level with other major programs and to improve career opportunities within that organization; such an increase may also be justified for Service intelligence components. I will address this issue in the forthcoming program issue review.

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SUBJECT: Survey of Intelligence Community Supergrade Positions

b. While the question of supergrade levels is an important and sometimes emotional personnel issue, its impact on the budget is relatively insignificant. Because of the compression of salaries at the high grades (which was exacerbated by the 1 October raise), there is not a large difference between mid-level GS-15 and supergrade salaries.

c. While determining ratios and examining numbers of supergrades is important, the emphasis should not be on statistics, but, rather, on the quality of the output. In the final analysis, such "output" assessment is the best basis for judging how an organization should be structured and manned. The IC Staff will be pursuing this kind of assessment in the future.

Signed

John N. McMahon

Attachment:

Survey of Intelligence
Community Supergrade Positions

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- 3 - Vice Admiral B. R. Inman, USN, Director, National Security Agency
- 4 - Mr. Harold H. Saunders, Director of Intelligence and Research, Department of State
- 5 - Lieutenant General Eugene F. Tighe, Jr., USAF, Director, Defense Intelligence Agency
- 6 - Major General Edmund R. Thompson, USA, Assistant Chief of Staff for Intelligence, Department of Army
- 7 - Rear Admiral Donald P. Harvey, USN, Director of Naval Intelligence
- 8 - Major General James L. Brown, USAF, Assistant Chief of Staff, Intelligence
- 9 - Mr. Clarence M. Kelley, Director, Federal Bureau of Investigation
- 10 - Mr. Ray E. Chapman, Director, International Security Affairs, Department of Energy
- 11 - Mr. Gerald P. Dinneen, Assistant Secretary of Defense, Communications Command Control and Intelligence

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